

ARPC selects year's top IMAs

Duffy, Delebreau earn honors

By SSgt. Devin Fisher
Editor

The Air Reserve Personnel Center recently announced the winners of the 2001 Outstanding Officer and Enlisted Individual Mobilization Augmentees of the Year.

Selected from a field of 37 nominees, the outstanding IMAs are Lt. Col. Christina Duffy, Secretary of the Air Force Directorate of Information Dominance, the Pentagon; and SMSgt. Gerald Delebreau, 45th Security Forces Squadron, Patrick AFB, Fla.

Duffy, a National Airspace Program element monitor, was lauded as the obvious choice for IMA officer of the year.

"As a truly effective, dedicated and selfless representative of the Total Force, there can be none better," wrote Lt. Gen. Stephen Plummer, principal deputy, Assistant Secretary of the Air Force for Acquisition. "She is a national asset ... her contributions have been enormous. She has ensured that the Air Reserve Component is not forgotten by the planners and budgeters on the Air Staff."

Duffy is solely responsible for structuring and defending the \$1.3 billion set of programs which modernize all active and Air Reserve Component air traffic control facilities worldwide.

To ensure safety and reliability, Duffy formulated the Air Force FY01 president's budget requirements for the National Airspace System, or NAS; modernization program, the Air Traffic Control and Landing System, or ATCLS; and the Joint Precision Approach and Landing System, or JPALS.

Plummer noted Duffy received the highest possible compliment when the Federal Aviation Administration asked her to represent their interests to Congress in the budgeting process for the interagency radar replacement program. She also worked behind the scenes with national representatives to garner enough votes to delay a looming NATO decision that would have locked the Air Force into a non-supportable air traffic control precision landing architecture with billions of dollars at stake.

The colonel restructured the Mobile Approach Control System, or MACS, program to ensure 10 ARC units received modern



Composite by SSgt. Devin Fisher

equipment years before otherwise planned to ensure continued ability to support Aerospace Expeditionary Force operations in the future.

Additionally, Duffy became the program element monitor for two additional complex and troubled programs with no additional resources. She resolved the immediate critical program issues and restructured the programs to poise them for long-term success, grossly exceeding expectations.

Duffy is a graduate of the Air Command and Staff College and she attended the International Security Requirements program and several acquisition reform development seminars.

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Read the *Air Reserve Personnel Update* on the ARPC Web site at www.arpc.org

Resource management key to readiness

(Editor's note: This is the second in a three-part series on the Air Force Reserve's key issues for 2002.)

By Lt. Gen. James E. Sherrard III
Chief of Air Force Reserve and
commander of Air Force Reserve
Command

The men and women of the Air Force Reserve Command continue to be key players in our nation's involvement around the world and at home. In daily support of the Air Force mission and Expeditionary Aerospace Force, reservists can be found at work on – or over – every continent in the world.

The greater our participation, the broader our experience base becomes. Reserve skills become sharpened with use, and we are better able to serve the nation.

Readiness is nothing new to us. We have demonstrated our readiness for years, responding, mission-ready, on short-notice, exactly as advertised. However, we must closely monitor our

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General Sherrard

resources in this era of aging aircraft and constrained budgets to preserve our current readiness through:

Proper resource allocation:

Congress has expressed concern that the reserve components are assuming additional missions without additional resources – facilities, equipment, funds and personnel. This issue becomes increasingly important as the country places more reliance on the reserve components. We are

eager to assume new missions and taskings but must receive the accompanying funds and personnel.

Military construction: To recruit, train and retain the best and brightest, the Air Force Reserve must have adequate, modern facilities. Without proper facilities, the Reserve would experience a long-term degradation of readiness due to reduced recruiting and retention of personnel who would not want to work or train in inadequate facilities. A few dollars spent on military construction now provides future dividends. (AFRC News Service)

Security clearance requirements clarified

By William Fleming
HQARPC Security Forces chief

Recently, there has been concern about when, why and how an individual mobilization augmentee is supposed to update their security clearance information.

First, let me break down just what an investigation is, what it requires and what eligibility is granted to the individual from the Air Force Central Adjudicating Facility upon completion of the investigation.

Currently, the two main investigations the Office of Personnel Management is conducting on military members are National Agency Checks with Local Agency Checks and Credit Checks, and Single Scope Background Investigation. The NACLIC is the standard investigation for all military accessions and people who require access to secret information.

An SSBI is conducted on all personnel requiring access to top secret or sensitive compartmented information. The Defense Department has temporarily contracted with OPM to conduct these investigations.

The Air Force uses a system known as Security Access Required, or SAR, coding to identify who requires a clearance and what type.

Each commander identifies the positions

on the Unit Manning Document that require specific access and then assigns a SAR code as found in Air Force Instruction 31-501, *Personnel Security Program Management*.

Once the position is identified and coded, the security manager identifies the individuals filling these positions and determines whether the individuals meet the level of security required for the position. Essentially, it is a system of checks and balances.

For example, an airman may have a secret clearance, but is in a SAR code 2 position which requires a top-secret clearance. The security manager would submit the airman for an SSBI investigation seeking a higher clearance.

Once SAR coded positions are identified, they are required by AFI 31-501 to be reviewed annually. This annual review helps to determine the accuracy of the position coding, eliminates unnecessary access coding, and serves to adjust the SAR codes when appropriate.

SAR codes also serve to ensure only necessary investigations are conducted and that the investigations are requested to meet mission essential needs.

Servicemembers assigned to non-SAR coded positions do not meet the criteria

established for periodic reinvestigations. This could result in an individual's investigation being more than 10 years old.

It's important to be aware that some commands consider these older investigations as not meeting their requirements for access to facilities, classified information or restricted area badges.

Paragraph 3.14.3 of AFI 31-501, *Personnel Security Program Management*, gives guidance for the Individual Ready Reserve, which includes IMAs.

Generally, these people will not have access to classified information. However, it is recommended that such access is to be kept at a minimum.

If you have any questions or concerns in reference to your security clearance or your requirements, the first person to contact is your unit security manager. He or she can provide your current eligibility, date of last investigation and whether or not you are in a SAR-coded position.

If you are not in a SAR-coded position and feel this is an error, the next person to contact is your unit commander since he or she decides which positions and individuals require access to classified information.

For more information, contact me at 1-800-525-0102, Ext. 71203; or via e-mail at William.Fleming@arpc.denver.af.mil.

Personnel system upgrade turned on in June

AIR RESERVE PERSONNEL CENTER, Denver (ARPC) – Military personnelists throughout the Air Force, Air National Guard, and Reserve are now using state-of-the-art technology to process “Total Force” personnel information.

Following a formal testing period, the Air Force Military Personnel Data System Modernization program, or MilMod, using the Oracle Human Resources software, was turned on June 5 replacing the 1970s technology previously used with a relational database.

It is an action designed to continue the Air Force’s move toward improved customer service while using advanced technology.

“We’ve been working hard for nearly five years building this modernized system to take Air Force personnel processing into the next century,” said Lt. Col. Ed Oliver, MilMod program manager at the Air Force Personnel Center. “We’ve also standardized the support we’re providing to the Total Force.”

Once on-line and fully functional, MILMOD promises to improve system support to the Air National Guard and Air Force Reserve personnel processes. This new system supports all personnel “life cycle” management functions from recruiting through job assignment and ultimately separation or retirement. It provides real-time updating and reporting capabilities that are not available in today’s Personnel Data System.

The new system has several inherent improvements over today’s system. The most apparent improvement is the graphical user interface, giving every personnel technician on-line, real-time access to personnel information.

As with all new programs, adjustments will be necessary and officials encourage patience and understanding.

“We are likely to experience some ‘growing pains’ as we adjust to the new system. With any new system comes its share of problems. MilMod is no exception,” said Steve Hannan, director of communications and information at ARPC. “But, ARPC specialists are working closely with AFPC to ensure there is minimal disruption in the service provided to our customers.”

Hannan concluded saying, “Working closely with program designers and technicians, we will provide continuous updates on product availability through the use of status boards. It is our intention to keep our customers informed so as to make this as smooth a transition period as possible.”

Recognizing the importance of customers, Hannan assured a tireless effort to ensure the best service possible.

“Staying focused on our primary mission,” said Hannan, “be assured we will do everything possible to minimize the frustration and impact to ARPC customers.”

Reservists needed to fill honor guard void

By Jim Jenkins

Policy and plans division

The Air Force is calling on reservists to assist the service in continuing its long and valued legacy of rendering honors for all of its fallen comrades.

Funeral Honors Duty, or FHD, is an opportunity for Air Reserve Component members to volunteer to support honor guard programs throughout the country.

The Air Force has seen an enormous increase in funeral honor requests since federal legislation passed that all veterans and retirees receive military funeral honors, effective Jan. 1, 2000. To avoid over-extension of active duty honor guard units, the Air Force has called on reservists to assist in continuing the honor guard legacy that dates back to 1948 when the Bolling Air Force Base Air Police Squadron established the first official honor guard.

To be eligible for FHD, reservists must:

- ★ Comply with established guidelines in AFI 40-502, *The Weight and Body Fat Management Program*, and AFI 36-2903, *Dress and Personal Appearance of Air Force Personnel*.

- ★ Make a reasonable commitment to support Military Funeral Honors throughout the year.

- ★ Be available to perform required train-

ing as needed.

- ★ Not be on any medical profile.

Within the Air Force Reserve, a period of inactive duty status may be used expressly for satisfying and/or preparation for FHD. Although support of FHD is authorized for the Ready Reserve, command determination has limited FHD to members in the Selected Reserve and participating members of the Individual Ready Reserve (Category E) based on practical use of its resources.

Although FHD status is a form of inactive duty, it is not to be confused with inactive duty for training, or IDT. No training periods will be used in support of FHD. Use of FHD status is strictly voluntary.

Military Funeral Honors may be performed via FHD (one day’s base pay or points only) or via Military Personnel Appropriation, or MPA man-days. Until approval of the AF Form 40b, the AF Form 40a will be used for payment/certification of FHD. The AF Form 40a is restricted for use when member’s residence is within 50 miles of the site where



Honor guard members are filling more funeral honor requests since federal legislation mandated that all veterans and retirees receive military funeral honors.

funeral honors duty will be performed or where member is to receive training. The Air Force Services Agency Reserve Affairs Office will prepare active duty orders for all duty using MPA man-days.

For more information or to volunteer, contact Air Force Services Agency Reserve Affairs via their Web site at <http://www-p.afsv.af.mil/ReserveAffairs/honor.htm>, or by phone at (210) 652-6568.

For questions about Funeral Honor Duty, contact me at 1-800-525-0102, Ext. 71246, or e-mail Jim.Jenkins@arpc.denver.af.mil.

Crunches, push-ups expand fitness test

By Leigh Anne Redovian

Air Force Surgeon General Public Affairs

BOLLING AIR FORCE BASE, D.C.

(AFPN) — Effective July 1, the Air Force's annual cycle ergometry test expanded to include muscular fitness assessments using push-ups and crunches for all Air Force members. Pass/fail standards will not be decided until January 2002, giving Air Force leadership sufficient opportunity to evaluate the expanded program's effectiveness.

"The Air Force is committed to enhancing the health, well-being, and performance of every member," said Air Force Chief of Staff Gen. Michael Ryan. "Total physical fitness includes cardiovascular capacity, muscular strength and endurance, flexibility and body composition."

Requirements for crunches are the same for men and women depending on their age. Push-up requirements are different for men and women — in number of push-ups completed only — and are also structured according to age. Both men and women are required to do full "normal military push-ups." Changes to the program will not impact unit testing schedules already in place.

According to Ryan, the changes are vitally important in assessing force enhancement and to ensure compliance with DoD instructions.

"Physical fitness remains an essential component of combat readiness and expe-

| Crunches | | |
|----------|------|--------|
| Age | Male | Female |
| <24 | 53 | 53 |
| 25-29 | 50 | 50 |
| 30-34 | 42 | 42 |
| 35-39 | 38 | 38 |
| 40-44 | 32 | 32 |
| 45-49 | 30 | 30 |
| 50-54 | 28 | 28 |
| 55-59 | 27 | 27 |

| Push-ups | | |
|----------|------|--------|
| Age | Male | Female |
| <24 | 42 | 19 |
| 25-29 | 40 | 17 |
| 30-34 | 36 | 15 |
| 35-39 | 34 | 13 |
| 40-44 | 30 | 12 |
| 45-49 | 25 | 10 |
| 50-54 | 20 | 9 |
| 55-59 | 18 | 8 |

ditionary competence," Ryan said. "We will continue to research methods to improve the health and performance of the Force."

All members should have received a practice evaluation.

Minimum requirements for crunches are the same for men and women — by age cat-

egory, but differ when it comes to the push-ups (see inset chart).

The new test will be administered in the following sequence:

- ★ Aerobic assessment (cycle ergometry)
- ★ Crunch assessment
- ★ Push-up assessment

The crunch and push-up assessments each last two minutes. There is a three-minute rest period between the assessments, during which time the administrator reads instructions for the next assessment.

Air Force officials suggest the following preparation in order to maximize test score:

- ★ Avoid heavy physical exercise/activity and alcohol the night before and the day of the assessment
- ★ Maintain adequate fluid intake
- ★ Get a good night's sleep prior to the assessment
- ★ Wear normal fitness attire, with the exception of "over-sized" clothes. The shirt must not be so loose that the bend at your arm cannot be discerned during the push-up. Walking/running shoes must be worn during the assessment.

The Health and Wellness Center staff on every installation will provide local information and training.

For more information, contact the quality force management branch at 1-800-525-0102, Ext. 71343, DSN 926-6134 or e-mail arpc.dpsspd@arpc.denver.af.mil.

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Delebreau also received high marks from his commander.

"He is a training expert and dynamic leader; the multitasking cornerstone of the unit," wrote Lt. Col. David Woods, 45th SFS commander.

Second Lt. Timothy McCarty, 45th SFS training flight commander added, "He is truly a dynamic leader and his daily contributions are unequalled by his peers. He thrives in leadership — intensive positions, and constantly seeks out ways to improve the unit and the wing."

Delebreau supervises the largest IMA program in Air Force Space Command, coordinating training and tasks for 42 IMAs. A manpower multiplier, he was commended for blending 80 reservists into flight operations which decreased the security

forces operations tempo.

As the field supervisor for the 45th Space Wing's Emergency Service Team, Delebreau corresponded monthly with local police department SWAT supervisors to discuss training techniques to enhance relations between military and civilian law enforcement agencies within the local community.

He also saved the Air Force \$42,000 in outside training costs by using IMAs who are Florida law enforcement instructors to conduct training monthly.

The first reservist to serve as site camp commander for AFSPC's Defender Challenge Team, Delebreau led the team to second place finishes in the team obstacle course and combat rifle competitions.

The sergeant was lauded for his quick re-

sponse to a Navy T-4 aircraft crash expediting rescue and recovery of a Marine pilot. He used EST members to establish cordon and safe passage to the aircraft, resulting in a quick close to the investigation.

Additionally, he was selected to supervise security of the Khobars Tower Memorial ceremony. He also coordinated and instructed cardiopulmonary resuscitation and CPR instructor courses that certified more than 90 SF personnel and six SF instructors.

Delebreau is one class shy of an associate's in criminal justice through the Community College of the Air Force and serves as a Senior NCO Professional Development Course instructor.

Delebreau is also one of Air Force Reserve Command's two nominees for the 12 Outstanding Airmen of the Year.

ARPC garners customer service 'excellence' award

By Anthony Harper
ARPC public affairs

The most recent mark in a string of recognition for the Air Reserve Personnel Center's customer service branch was receiving one of three awards given April 27 by The Denver Federal Executive Board for Excellence in Customer Service.

"Being recognized by other government agencies is a great feeling," said SSgt. Melissa Sandifur of DPS. "I personally feel honored that ARPC was selected from 33,000 agencies nominated for excellence in customer service."

Prior to this award, the DPS directorate was recognized in several publications such as *Air Force Times* for their remarkable ability to adjust with change. Personnel transformed themselves into adept human resource agents to assist in the design of customized computer software to meet the needs of the Center's unique environment as well as customers, according to Jacqueline Bing, chief of special programs division.

Keeping up with technology and fine tuning customer service added new tasks and required learning the new computer software. The current computer software used by customer service is made up of Personal Data System, Human Resource Quintus, and Automated Record Maintenance System.

"Now that we have access to HRQ everything is automated which makes maintaining high quality customer service a lot easier," said Deborah King, a personnel technician. "We have come a long way and I look forward to even more changes with the replacement of PDS with Military Modernization."

The change that has taken place over the past two years in ARPC's customer service directorate changed ordinary military

personnel clerks into administrators, computer experts, innovators, consultants, and coaches which has improved customer support. With the execution of quality problem solving methods, the customer service task force identified, discussed and resolved several customer concerns and complaints.

Raised customer support led to a decrease in the amount of customer calls transferred within ARPC, helping to ensure direct and immediate responses to inquiries. The plan implemented early last spring improved service to the Center's more than 900,000 customers.

Open to feedback and critical analysis, the customer service task force received more than 2,800 questions from reservists worldwide.

On average ARPC received more than 44,000 calls a month in reference to the careers and personnel records of servicemembers. Technology has made this information more readily available to reservists.

Guard and Reserve members have grown accustomed to a six-year-old on-line database which still runs on Right Now Technology. This database in conjunction with a public Web site allows reservists to access information faster than previously.

Another area of technology that has accommodated Guard and Reserve members is access to the Internet. ARPC unveiled the plans for their 12-page public Web site with links to other government sites in May 1995. The site has since grown to feature more than 1,500 pages of information. Rerouting inquiries and filtering out a portion of calls allows customers to help themselves. Users of the site are able to locate answers to questions as well as submit them directly to the ARPC site via e-mail.

Briefs

AFOSI seeks help in fraud case

ARPC/FM has recently learned of a possible two-year scam involving rental cars in England.

Upon returning home, military members have discovered the rental car company added extra charges to their bill, to include collision damage, after they closed out their bill. The Air Force Office of Special Investigations at RAF Mildenhall, England, is looking for any Air Reserve Component member with first-hand knowledge of this fraud.

Reservists with any information concerning this issue should contact Lt. Col. Joseph Garcia at DSN 225-0366 or (703) 695-0366 for further instructions.

Correct address for AF Form 40a

Please take a few moments to ensure you are using the point management branch's correct office symbol when submitting *non-pay* AF Form 40a for points.

The correct office symbol and address is: HQARPC/DPPKB, 6760 E. Irvington Place

#2100, Denver, CO 80280-2100.

For more information, IMAs can contact Yvonne Jordan, HQARPC/DPPKB, at 1-800-525-0102, Ext. 71285 or DSN 926-6012.

Travel card changes

DoD and Bank of America recently agreed to changes in the Government Travel Card, or GTC, contract. Some of the changes are effective immediately, while others are slated for future implementation.

Effective immediately, a \$29 late fee will be assessed if the account is delinquent more than 75 days, and a \$29 fee for any returned checks. They will also charge a \$20 rush fee for delivering a new card within 24 to 48 hours, which may be reimbursable if approved by your supervisor. ATM fees will increase to a minimum of \$2, or 3 percent of the withdrawal.

Scheduled for future implementation are deactivation of accounts used less than three times per year, reduced monthly spending limits, and garnishment procedures for delinquent accounts. DoD will also establish a

default split-disbursement procedure. Details on these future changes will be publicized when available.

Pre-authorization of IDTs

AFMAN 36-8001, Chapter 4 requires that all IDTs have advance authorization. This should be done on the Air Force Form 40a.

The current version has a parenthetical statement in the Authorization block (III) that states, "Required for lodging only and shall not exceed the number of training days." This is incorrect, and the form is being revised to remove the parenthetical statement. It is important that the IDT be pre-authorized to ensure coverage in the event of a casualty on the way to or from training. The casualty offices have said they need written proof that a member was in a duty status. This is done via an order or the AF Form 40a. Until the form is revised, ensure you have advance authorization prior to performing IDTs.

For more information, contact Jim Jenkins, HQARPC/XP, at 1-800-525-0102, Ext. 71246, or e-mail Jim.Jenkins@arpc.denver.af.mil.

Antiterrorism techniques key warfighting skills

By Maj. Tom Deall
Chief of public affairs

Terrorism has steadily increased over the past few years along with the abilities of the terrorists themselves. However, their efforts can be defeated by focusing on force protection and anti-terrorism techniques, both viewed as essential warfighting skills.

This was the message by Gen. Henry Shelton, Chairman of the Joint Chiefs of Staff, in the training film eerily entitled, *You May be the Target*.

In the annual force protection training, Shelton emphasized that whether military or civilian, the seemingly random threat of terrorism is now uncomfortably close and real.

This, he pointed out, was especially brought to the forefront following the bombing at Kobar Towers where 19 servicemembers were killed and another 500 injured.

"Kobar Towers was not the first terrorist act against our military and, unfortunately, it is not likely to be the last attempt," said Shelton. "But as President Harry Truman said, 'The buck stops here,' in terms of overseeing our world wide efforts for force protection, the buck stops with me."

At one time, terrorists were interested in a lot of people watching and not a lot of people dead. That's no longer the rule. Now, they're willing to kill a lot of people without seeking credit.



The remains of the 19 servicemembers killed in the Kobar Towers bombing are returned to the United States.

More to the point, it was once believed that only deployed forces were targeted by terrorist groups. It is now understood



The June 1996 bombing of Kobar Towers killed 19 servicemembers and injured another 500.

that bases in the continental United States are just as vulnerable as overseas bases. That's why isolationism is not the solution. Force protection throughout the world is.

"Historically, our approach to anti-terrorism and force protection had varied widely from base to base in terms of procedures, techniques and funding," said Shelton. "The bombing at Kobar Towers changed that forever."

He went on to say terrorists have gotten more sophisticated, more destructive and more unpredictable in recent years. That's why all servicemembers and civilians must think and plan as potential terrorists' targets.

He emphasized that technology has made terrorism easier. The threat is real. People are most vulnerable when they least expect it.

As individuals, experts say there are three primary ways to stay safe while protecting people and property from terrorist attacks.

First is staying alert to surroundings. It is emphasized that individuals should never underestimate the threat posed by terrorists.

Second is maintaining a low profile. Experts emphasize remaining as inconspicuous as possible, especially when traveling overseas. They also alert travelers to avoiding loud baggage that identifies them as Americans.

Staying unpredictable by varying routine rounds out the list of ways to minimize the chances of becoming a terrorist's victim.

Though terrorists continue to threaten the lives of Americans around the world, the use of common sense remains the leading preventative measures whether serving in the Continental United States or overseas.

For more information, call William Fleming, chief, HQ ARPC Security Forces flight, at (800) 525-0102, Ext. 71203 or; DSN 926-6547; or (303) 676-6547.

Boyhood dream finally comes true following **The long road to Tuskegee**

By Maj. Tom Deall
Chief of public affairs

Though his mark, and that of his fellow Tuskegee Airmen, was not to be realized for decades, retired Lt. Col. John Mosley honored a standing-room only crowd at ARPC during a Warrior Day presentation May 18.

Touched by time, Mosley is still a presence that demands respect and attention as he talks through the trials and challenges presented to him as a young black man in the throes of World War II.

"Inspired to learn by my parents and the drive to make a difference, all I wanted to do from my earliest memory was fly airplanes," recalled Mosley. "What I didn't expect was the obstacles that awaited me as I moved toward my goal of becoming an Army Air Corps pilot."

To say Mosley met with obstacles truly minimizes his personal challenges. Realizing his goal required a college education, Mosley attended Colorado A & M, the forerunner of Colorado State University. Finishing at the top of his class, he readied himself to be accepted by the Army Air Corps' Tuskegee flight program for black men. However, he met with a lot of resistance and was not selected after his first attempt.

Still determined to achieve his goal, Mosley decided to pursue a private pilot's license on his own. After successfully completing the program, he again applied for the Tuskegee program. With no explanation, he was once again turned down.

Confident in his abilities, he started writing letters to legislators and the draft board. When finally noticed, he was yet again turned down based on a failed physical examination. Being a super athlete and well-disciplined flyer, Mosley knew this had to be a terrible mistake and increased his demands for a fair review and evaluation. Finally, despite one obstacle after another, Mosley found himself in the heat and humidity of Tuskegee, Alabama.

Thinking the challenges were left behind, he found himself in an environment where the flying program was considered nothing more than a human experiment expected to fail.

"I thought that I had left the obstacles behind and now all I had to do was fly," said Mosley. "But, much to my surprise, I still had challenges ahead of me."

Among many others, this accomplished pilot had the challenge of knowing more about flying than his instructors. However, understanding and accepting that voicing this placed him at high risk of being removed from the program, he learned to accept his position and worked toward his goal – a goal that he successfully fulfilled flying bombing missions during World War II.

After the war, realizing segregation was still a factor in the military, he chose to leave active duty. Though decorated and well experienced, employment with the airlines was not possible for black men.



Photo by Anthony Harper
Retired Lt. Col. John Mosley

However, he continued his flying career with the Air Force Reserve eventually retiring as a lieutenant colonel. But the story doesn't end there.

After leaving the active Air Force and finding himself unable to fly with the airlines, Mosley realized that when one door closed to him, another opened.

He worked with James Farmer, special assistant to the Assistant Secretary of Health and Welfare. Farmer was also the founder of the Congress of Racial Equality, better known as CORE.

Following his tenure with Farmer, Mosley worked with Arthur Fletcher, Assistant Secretary of Labor for Wage and Labor Standards, the highest ranking black in the Nixon Administration and creator of the Philadelphia Plan, a precursor to affirmative action.

Mosley also served with Dr. Edward Zigler who is best known for his work in creating

the pre-school Head Start program, which has served some 18 million at-risk children and their families in its 35 years of existence.

Though he found success outside of flying, Mosley encouraged his son, Eric, to continue where he left off. Eric, who also visited during Warrior Day, said he remembers his father being somewhat of a taskmaster. However, though he resisted a bit at the time, it wasn't until he was in college that he realized the value of his father's guidance and advice.

"I was fortunate to have such a role model in my father," said the junior Mosley. "I didn't understand the importance of his words until I joined ROTC. It was then that I realized my father and others like him made it possible for me to not only dream of a flying career, but actually see that dream come to fruition."

Serving as a tribute to the foundation laid by his father and other Tuskegee pioneers, Eric flew for the active duty Air Force and eventually transitioned to fly with United Air Lines. Today, he is a retired Air Force Reserve major and a captain with United.

"I was upset with Eric when he left the active Air Force because I saw receiving a regular commission as the next step in our journey," said Mosley. "But, when he was promoted to captain with United, that was also a great step forward since I was restricted from flying with the commercial airlines."

Though there are movies and numerous stories of the Tuskegee Airmen, he need only look to his own family to see the fruits of his personal trials.

Now in his eighties, a man of perseverance and vision, Mosley humbly enjoys his days knowing he helped move our country forward by selfless actions that often caused him personal challenge and discomfort. However, because of his actions and that of his fellow Tuskegee Airmen, people like his son, Eric, sit as United Air Lines captains, and his wife, Edna, an Aurora city councilwoman, hold political positions.

ARPC Web site receives facelift

By Maj. Tom Deall

Chief of public affairs

Exemplifying cooperation between public affairs and communications and information, or SC, the Air Reserve Personnel Center went live with a new look to their Web site May 14.

Though the ARPC site, www.arpc.org, which went online in 1995 with 12 pages of information, has stood out among other sites with more than 1,500 pages and Web-based orders and customer service sites, it was time for a facelift.

First among the considerations was making the site more standardized with other Air Force sites. Users, for example, immediately notice that the sandy, brown color is replaced with Air Force blue coloration. Also new to the front page is the Air Force symbol – a standard for all Air Force sites, base marquee and water towers, etc.

Second among the changes is the standardization of all pages throughout the site. Users should notice that regardless of the subject they've chosen, the look remains uniform, which eases access and navigation.

But perhaps the greatest value of all is the overall speed. The Web site was reduced from 359MB to 154MB, which of course benefits users and maintainers alike.

"Our goal from the beginning was to create a more user-friendly, visually enhanced Web site without compromising its quick response," said SSgt. Devin Fisher, ARPC Web master. "Realizing that the majority of our customers are connecting through slow, dial-up modems, we wanted to ensure we didn't build a gee whiz Web site that wasn't user friendly. After all, it's the information, not the look, that keeps our customers coming back."

The road traveled

Thrilled with the change, the road from idea to going live is also a story in itself.

More than a year ago it was decided that a change was necessary. According to Brig. Gen. Ron Rand, Secretary of the Air Force Office of Public Affairs, it was clear that when a user opens a site and it has certain characteristics that they are viewing a Marine site. Unfortunately, the same was not true of all Air Force sites. He noted that colors varied, style varied and, in many cases, the Air Force symbol was nowhere to be found. Simply, a user could visit an Air Force site and not know it. That needed to change.

Hearing this call for standardization, the ARPC PA and SC combined Web team united to create a new site that incorporated both a more standardized look while improving ease of access and navigation.

With an original design by Fisher, who is the public affairs NCO in charge, the move toward change was started. Next, Mark Williams, ARPC Web administrator, and SSgt. Tom Laursen, ARPC Web ad-



ARPC launched its new look Web site May 14. New features include six direct links in the header for ease of navigation. These links take customers directly to the site's most popular areas, to the "Main Subjects" area and to the new "A-Z Site Map." While the site contains more than 1,500 pages -- not including attachments, reorganization resulted in reducing the total site size from 359MB to 154MB, increasing the site's response time.

ministrator consultant, put their special skills and expertise into the mix. Once they agreed on a design, both look and technology, and had command approval, the next step was to introduce the process to Web maintainers.

Team effort makes it happen

Starting in February, the maintainers edited, revised and copied all of their information from the old site to the new. Though the process of updating nearly 1,600 pages seemed overwhelming, one page after another, the new site began to take form.

"Without the work of the maintainers, this change might not have been possible," said Williams. "This group of professionals took a process that could easily have taken up to a year and reduced it to a few months. And with the onset of summer and an increase in Web site visits, the timing was critical."

Initial customer response

However, realizing it is the user who matters most, the initial response has been extremely promising.

"The new design looks fabulous," wrote Col. Paula Tsufis. "I was just about to develop an orientation guide for IMA dietitians and their supervisors to organize the data on the Web site, but you beat me to it. Thanks."

"I think it's fantastic," wrote Capt. Lora Katz, HQ DLA/J-91 information systems chief. "I felt the change of your new site immediately. Thanks so much for letting me know ahead of time and providing such a fine technology to navigating the new site. I've always felt that you guys were ahead of the power curve on using Web technology to make things easier for me... your customer."

Chaplain news

Gateway to ministry

Reserve chaplains sought to serve at Lackland

Chaplain (Col.) James Cooke

Former IMA to the wing chaplain, Lackland Air Force Base, Texas

"Gateway to the Air Force" is the motto of the once and future sprawling Air Force city of Lackland Air Force Base. Best known as the home of basic training, Lackland is more multi-faceted than most realize.

Lackland's chapel mission is intriguing because it has six chapels, 23 chaplains, 15 chaplain assistants and nearly two dozen lay leaders — the biggest chaplain service operation in the Air Force. Among the 16 different worship/faith groups are: Muslim, Buddhist, Eckancar, Wicca, Protestant, Catholic, Jewish, Eastern Orthodox — more active faith communities than found at the Academy!

Our goal is to facilitate the right to worship for all Air Force, Army, Navy, Marine and allied troops that are here for basic training, technical training, language training, international training and all permanent party personnel.

And we need you here!

As you might guess from the description above, visitation opportunities abound, whether among the basic trainees, members of our sister services, students, foreign guests, or the permanent party that support Lackland's mission.

Just as your ministry is more than visitation, so it is here. Opportunities for training at Lackland are superior to any base in the Air Force, because of the built-in variety of our mission. Drawing on its 75-year history and tradition, Lackland leads the way into the new century.

Chaplain Jerry D. Lewis' Basic Military Training Chapel is a good example. To reach better the hoards of young men and women that make up the greater part of his parish, Chaplain Lewis recently went quite modern. With dual theater-quality projectors in BMT Chapel's sanctuary, both of which are computer-controlled, the bi-weekly orientation and information briefings as well as Sunday's sermons are presented with unforgettable graphics, text and illustrations. Using in-house digital and VCR capabilities, presentations take on freshness and new life and yet are easily updated without tedious paperwork and monotonous delays. Chaplains here are also players in the weekly graduation and parade of new airmen.

The other chapels shine with their own uniqueness. Medina Annex has an Air Force chapel staffed by a U. S. Army chaplain and chaplain assistant. Hope Chapel, responsible for ministry to our technical trainees, has a presence at Camp Bullis, the security forces field-training site north of San Antonio.

But at the other end of the spectrum, Hope chaplains are present at the Defense Language Institute, where English language training is provided to allies from more than 90 nations. They also minister by way of a coffeehouse ministry known as "The Get-



IMA Chaplains (Col.) James Cooke and (Capt.) Derrick Reaves visit with military training instructors TSgt. Pamela Rathers and SSgt. Robert Wilshire in the courtyard of the Basic Military Training Chapel at Lackland AFB, Texas.

away." Chaplain Jim Hough, Hope Chapel branch chief, reminds us often, "There is always Hope!"

Lackland Chapel, the permanent party chapel, regularly trains reservists as they welcome and brief newcomers. It provides a more traditional Air Force family setting for worship services and rites.

Soon Kelly AFB, with its unique Air Intelligence mission, will become Kelly Annex and be added to the ministry opportunities. Fort Sam Houston is the site of a national cemetery. Even though it is on the opposite side of town, contact is frequent as we honor veterans who have passed away and comfort the grieving family and friends.

After all the hair-raising stories about duty at Lackland have been told, one solid, unchanging fact remains shining through. At Lackland, you will have a chance to influence the Air Force of tomorrow. Of all those who participate in molding our next generation, few are more important than the chaplains and chaplain assistants who minister to 100 percent of enlisted accessions and a significant percentage of those officers who join the Air Force after their ROTC experience. Chaplain Jonathan Scalone, senior-most Catholic reservist at Lackland, has found this level of face-to-face engagement satisfying and fulfilling.

Come and train here to ensure a win-win impact on your present assignment.

Because we need you here!

(Editor's note: Chaplain Cooke retired from the Air Force Reserve March 30 after 28 years of service.)

Medical profession news

Mandatory wear of service dress

Did you know that there is a long standing Air Force Surgeon General Policy on the wear of the uniform at professional, scientific or technical meetings?

Lt. Gen. Paul Carlton resent SG Policy Letter #01-002 May 11, which states it is policy that the service dress uniform will be worn during all professional meetings and conferences. Common sense permits wearing the short/long sleeve shirt combinations, with or without tie/tab, in special climatic conditions. This applies whether in paid or permissive TDY status.

Medical professionals have a responsibility to maintain professional standards, to wear the uniform properly and proudly regardless of the forum or setting. This policy applies to all IMAs who ARPC/SG funds for continuing education courses — even when it is not a military forum. The clarification from air staff is “The wear of the service dress uniform is required for attendance at all professional meetings and conferences that are hosted by civilian or ‘other-than-military,’ e.g., ACHE, ACPE, etc. where a professional image must be maintained. For Air Force and other military-sponsored professional meetings and conferences, please follow the uniform requirements established by the host organization.”

You are by far the Air Force Reserve’s best recruiters when you proudly display your military professionalism to the civilian world.

Retention incentive pay

In an effort to retain its current Reserve force of critically skilled medical personnel, the Office of the Air Force Reserve has approved a retention Special Pay Incentive, or SPI, to be awarded to members of its medical Reserve components.

Eligible physicians and dental officers may receive \$10,000 per year for up to three consecutive years. Eligible nurses and physician assistants may receive \$5,000 per year for up to three consecutive years.

Funding has been approved for this incentive to start in fiscal year 2001. Recipients must continue to have satisfactory retention/retirement, or R/R, years to receive additional payments in FY02 and FY03. Applications are now being accepted.

See **MEDICAL**, Page 11

TopSTAR: Is it for you?

Maj. Pamela Lagrange

USAFR Nurse Corps

It was two years ago that I began hearing about the TopSTAR (Sustainment Training to Advance Readiness) program for selected medical Air Force specialties. At that time, I didn’t think it applied to me, a nurse with 15 years experience in multiple settings, including the emergency room.

After learning more, I realized that TopSTAR definitely applied to me. My clinical skills, however ingrained, were certainly not used on a daily basis and TopSTAR seemed an ideal platform to put these skills into practice.

TopSTAR is a Total/Mirror Force educational platform which provides medical sustainment training and competency verification for the maintenance of clinical skills required for wartime and peacetime/humanitarian needs.

I attended the course at Lackland AFB, Texas, during my annual tour. The first six days we rotated through eight stations that combined didactic lectures with medical simulation labs using state-of-the-art equipment. The topics included fundamental skills, cardiac skills, intravenous (IV) administration, pulmonary procedures, wound care, trauma, and special procedures.

I received hands-on experience in areas I had never worked; immobilizing a person on a spine board, working with a stryker frame, decompressing a tension pneumothorax, and even delivering a baby! Students were encouraged to share their wide-range of individual experiences with the class; one where nurses and technicians learned side-by-side.

Next up was five days of clinical practice. Based on our clinical experience and AFSC learning needs, we were placed in the wards and clinics at the Wilford Hall Medical Center. We worked alongside active-duty personnel who served as our mentors. We got a taste of bedside nursing and numerous

opportunities to refresh our skills.

The training was immensely worthwhile for everyone. For my Reserve comrades in the unit program, all of their sustainment training items were signed off for two years.

For me, I found renewed confidence in my clinical skills and had all my competency items signed off. In addition, nurses received 33.6 continuing education units, or CEU, and technicians received 27.25 — a real bonus!



TOPStar students train on pulmonary procedures, one of eight medical simulation labs.

For additional information, contact the program coordinators at their respective sites:

★ Lackland AFB, Texas - nurses (46N), medical technicians (4N0X1), MSCs, 4F, 4D, and 4A - Maj. Beverly Summers, (210) 292-7112/4503, DSN 554-7112/4503, e-mail Beverly.Summers@59mdw.whmc.af.mil;

★ Travis AFB, Calif. - nurses, medical technicians and MSCs: Maj. Jean Sabido, (707) 423-2396/2317, DSN 799-2396/2317, e-mail Jean.Sabido@60mdg.travis.af.mil;

★ Keesler AFB, Miss. - mental health nurses and technicians; critical care air transport team, or CCATT, UTC training: TSgt. David Muns, (228) 377-6854/6949, DSN 597-6854/6949, e-mail David.Muns@keesler.af.mil; and

★ Wright Patterson AFB, Ohio - Diagnostic imaging (4R0X1), surgical services (4N1X1) and lab (4T0X1): MSgt. Cynthia Cirigliano, (513) 257-0951, DSN 787-0951, e-mail Cynthia.Cirigliano@wpafb.af.mil.

Legal news

FY 02 JAG school courses

The following courses are open to **IMA judge advocates**: (Direct questions to Jim Prior or Bruce Paige):

Mandatory (Notified by HQ ARPC/JA):

★ Annual Survey of the Law (ASL), Oct. 5-7, 2001

★ Reserve Forces Judge Advocate Course (RFJAC), Jan. 7-11 and July 29 to Aug. 2, 2002

Optional (Submit WOTS request 75-90 days prior to start date. ARPC/JA will notify selectees 60 days prior to course date.)

★ Federal Employee Labor Law Course, Oct. 22-26, 2001

★ Environmental Law Course, Nov. 26-30, 2001

★ Federal Income Tax Law Course, Dec. 3-7, 2001

★ Trial and Defense Advocacy Course, June 14-25, 2002

★ Claims and Tort Litigation Course, Feb. 4-12, 2002

★ Fiscal Law Course, Feb. 11-15, 2002

★ Advanced Environmental Law Course, April 8-10, 2002

★ Environmental Law Update Course, April 10-12, 2002

★ Advanced Labor and Employment Law Course, April 15-19, 2002

★ Military Judges Seminar, April 22-26, 2002

★ Operations Law Course (includes JAG Flag), May 6-17, 2002. (Suspense Feb. 15.) Selectees will be paired with an IMA paralegal.

★ International Law Course, June 12-14, 2002

The following courses are open to **IMA paralegals**: (Direct questions to SMSgt. Joyce Balding or CMSgt. Deborah Fischer)

Mandatory: (Notified by HQ ARPC/JA.)

★ Paralegal Annual Survey of the Law (PASL), Oct. 5-7, 2001

★ Reserve Forces Paralegal Course (RFPC), June 3-14, 2002

★ Senior Reserve Forces Paralegal Course (SRFPFC), Aug. 5-9, 2002

Optional: (IMA paralegal submits a letter stating the reasons for desiring the course, endorsed by the law office manager, and forwards to ARPC/JA. Selectees will be notified to submit a WOTS request.)

★ Claims and Tort Litigation Course (CTLC), Feb. 4-12, 2002 (Suspense Nov. 1)

★ Operations Law Course (includes JAG Flag), May 6-17, 2002 (Suspense Feb. 15.) Selectees paired with IMA judge advocate.

★ Law Office Managers Course (LOMC), June 17-28, 2002 (Suspense is April 1)

Hail and farewell

We bid farewell to Col. Robert Cerha, ARPC staff judge advocate, on his upcoming retirement. He and his wife plan to return to Alabama and enjoy retired life.

We welcome Col. Michael McAntee as our new staff judge advocate. He comes to ARPC from Headquarters 20th Air Force, F.E. Warren AFB, Wyo.

We also welcome Maj. Rita A. Russell from Headquarters U.S. Air Force Office of the Staff Judge Advocate, Washington D.C., as ARPC's new deputy staff judge advocate. Lt. Col. Dartt Demaree will remain at ARPC for an additional year to assist with ongoing ARPC issues.

POC: HQ ARPC/JA

CMSgt. Deborah Fischer

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Medical, from Page 10

Members must meet all of the following criteria to be awarded an SPI:

1) Possess one of the following critical skill specialties in their Duty AFSC:

44EX emergency services physician
47SX oral surgeon
44YX critical care medicine
45UX urologist
44FX family physician
47GX dental officer
44RX diagnostic radiologist
44MX internist
45BX orthopedic surgeon
45SX surgeon
45SXA thoracic surgeon
45SXC cardiac surgeon
42GX physicians assistant
44PX psychiatrist
46MX nurse anesthetist
46NXX critical care nurse
48PX preventive medicine specialist

2) Occupy a valid Selected Reserve position in either a USAFR unit or individual mobilization augmentee, or IMA, program (members in overage or pseudo-eight positions are not eligible).

3) Must have between eight and 17 years of service. Members cannot have a mandatory separation date, or MSD, nor reach retirement eligibility (20 satisfactory years) during the period of the contract. Members with 17 years, but less than 19 years, of service may opt for a one- or two-year contract.

4) Must have had satisfactory participation (50 points) during the previous R/R year and then each year thereafter until the contract is complete.

5) Must not have been twice passed over for promotion.

6) Must not have received a SPI incentive (formerly bonus) for either retention or accession in the past.

7) Must not be currently receiving any medical incentive (Health Professions Stipend or Health Professions Loan Repayment).

Application instructions:

1) Download the Retention SPI application from the ARPC Web site, www.arpc.org, under Health Services/SGX

2) Only applications postmarked or faxed between July 1 and Sept. 30 will be processed.

3) Mail or fax applications to HQ ARPC/SGX, 6760 E. Irvington Place, Ste 7000 Denver CO 80280-7000

4) Fax applications to (303) 676-7589/6164. Note: Faxed applications will be accepted, but member must confirm receipt by phone at 1-800-525-0102, Ext. 71231.

5) All applications will be date and time stamped upon receipt in HQ ARPC/SGX.

6) E-mails will not be accepted. (Not able to guarantee receipt.)

7) All applicants will receive a letter or e-mail (if e-mail address provided on application) acknowledging receipt of the application by HQ ARPC/SGX. This does not guarantee eligibility.

8) All applicants who are determined to be eligible will receive an approval letter with instructions on funding distributions.

9) All applicants who are determined to be ineligible will receive a letter indicating the reason(s) for the disapproval.

For more information, contact SSgt. Lawan Adkins at 1-800-525-0102, Ext. 71234; DSN: 926-6490; or e-mail lawan.adkins@arpc.denver.af.mil.

Career management news

Taking the mystery out of Presidential Reserve Call-up

By SSgt. Marcus Mullis
Personnel readiness center

You turn on the TV and see another ambitious leader of a third world country invading his neighbor. If you are like me, your first thought is "How is this going to affect my life?"

As an individual mobilization augmentee, or IMA, you are subject to involuntary recall in cases of national emergency. The first level of involuntary activation is called Presidential Reserve Call-Up, or PRC.

When the President decides that it is in the best interest of the nation, he may order the involuntary activation of up to 200,000 reservists — across all services — for a period not to exceed 270 days.

When this order occurs, several actions take place to determine exactly which reservists are called up. Each service is apportioned a percentage of the authorized number of reservists to be recalled.

Each major command reviews its requirements from the Operational Plan being used for the emergency and determines how many of its Reserve resources it needs to call-up to effectively complete its mission. The MAJCOM also identifies any shortfalls for centrally managed IMAs.

The requirement list is then forwarded to the Air Force Crisis Action Team, or AFCAT, which reviews the requests from the MAJCOMs and either approves, in whole or part, or disapproves the request.

The AFCAT notifies the MAJCOM of the approved resources for activation and then the MAJCOM identifies and notifies its assets for activation. Several factors determine which IMAs will be recalled. The largest factor is your Air Force Specialty Code.

Normally, Stop-Loss is invoked for identified AFSCs which could impact members who were scheduled to separate or retire.

For more information, contact the ARPC Personnel Readiness Center at 1-800-525-0102, Ext. 71206 or e-mail arpc.prc@arpc.denver.af.mil for more information.

| Reserve Section | Inactive Duty Training (IDT) Minimum Requirement per FY | Annual Training Requirements per FY | Minimum R/R Requirements |
|-----------------|---|-------------------------------------|--------------------------|
| MA | 36 paid & 12 non-paid | 12-14 days | 35 |
| MB, ME, MR | 48 paid | 12-14 days | 35 |
| MC | 24 paid | 12-14 days | 35 |
| MD | 24 non-paid | 12-14 days | 35 |
| MT & MX | 16 non-paid | No requirement | 35 non-paid |

FY training requirements

As summer approaches, many reservists look forward to vacations, long man-day tours and warm weather. In the relaxation of the season, don't forget the end of the fiscal year is Sept. 30.

Why is this important? One of the requirements an IMA must fulfill to have a "good or satisfactory year" is the fiscal year requirement. FY requirements are used to meet Reserve program needs such as budgeting, reporting, training, and documenting readiness.

FY requirements vary by training category and must be completed between Oct. 1 and Sept 30 of the following year (FY01 is Oct. 1 Oct 00 through Sept. 30, 2001). FY requirements differ based on training category (see chart above). It is vital reservists are familiar with their specific category, the applicable training requirements and complete them prior to Sept. 30 of each year.

An unsatisfactory FY may negatively affect retention in the IMA program. As IMAs

plan their summer vacation, they should also take a second look at their FY requirements to ensure they'll meet them by Sept. 30.

The "IMA Participation Calculator & Scheduler" on the ARPC Web site, www.arpc.org, is a vital tool that can assist in tracking participation requirements.

Questions regarding FY participation requirements should be directed to the assigned program manager. The personnel support division (ARPC/DPAF) can assist with points reflected in the personnel system. For more information, contact TSgt. Johnna Urban at 1-800-525-0102, Ext. 71307 or e-mail arpc.dpafdl@arpc.denver.af.mil.

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